Anti-Bullying Statement (Humber Junior Squash Academy)

The HJSA aims to ensure the welfare of young people within all activities.

**Our organisation will:**

* recognise its duty of care and responsibility to safeguard all participants from harm
* promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
* seek to ensure that bullying behaviour is not accepted or condoned
* require all members of the club/organisation to be given information about, and sign up to, this policy
* take action to investigate and respond to any alleged incidents of bullying
* encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying
* ensure that coaches are given access to information, guidance and/or training on bullying

**Each participant, coach, volunteer or official will:**

* respect every child’s need for, and rights to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
* respect the feelings and views of others
* recognise that everyone is important and that our differences make each of us special and should be valued
* show appreciation of others by acknowledging individual qualities, contributions and progress
* be committed to the early identification of bullying, and prompt and collective action to deal with it
* ensure safety by having rules and practices carefully explained and displayed for all to see
* report incidents of bullying they see – by doing nothing you are condoning bullying

**Bullying**

All forms of bullying will be addressed to ensure everybody in the organisation has a responsibility to work together to stop bullying. We acknowledge that:

* bullying can include online as well as offline behaviour
* bullying can include physical pushing, kicking, hitting, pinching etc
* name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule,

humiliation or the continual ignoring of individuals